



210 Ramona Ave.  
Monterey, CA 93940  
(831) 641-0508  
(831) 920-1085 Fax  
www.rsheatingguys.com

**R&S HEATING AND SHEET METAL, INC. IS AN EQUAL OPPORTUNITY EMPLOYER**

State and federal laws prohibit discrimination in employment because of race, color, national origin, ancestry, sex, gender (including gender identity and gender expression), religion, age, mental or physical disability, military or veteran status, medical condition, marital status, sexual orientation, pregnancy, or any other characteristic protected by federal, state or local law.

**NOTE:** Please answer all questions completely and accurately. False or misleading statements during the interview and/or on this form are grounds for terminating the application process, or if discovered after employment, terminating the employment relationship.

**PERSONAL INFORMATION**

Please print clearly. Use additional pages as necessary.

1. **Name:** \_\_\_\_\_  
Last First Middle

2. **Address:** \_\_\_\_\_  
Street City State Zip

3. **Telephone Number:** ( ) - \_\_\_\_\_ 4. **Email Address** \_\_\_\_\_

5. **Are you at least 18 years old?**  Yes  No *If employed & under the age of 18, can you furnish a work permit?*  Yes  No

6. **Do you have a legal right to work in the United States?**  Yes  No  
If employed, you will be required to provide proof.

7. **Have you applied to R&S Heating and Sheet Metal, Inc. for employment in the past?**  Yes  No  
If yes, when? \_\_\_\_\_ Position applied for: \_\_\_\_\_

8. **Do you have any relatives currently employed by R&S Heating and Sheet Metal, Inc.?**  Yes  No  
If yes, who? \_\_\_\_\_ What relation to you? \_\_\_\_\_

9. **Have you ever used another name that we would need to verify your employment experience and education?**  
 Yes  No If yes, indicate such name and the date the name changed:  
\_\_\_\_\_

10. **Are you currently employed?**  Yes  No *If yes, may we contact your current employer at anytime?*  Yes  No  
 You may contact my current employer, but only when: \_\_\_\_\_

# POSITION

- Position for which you are applying: \_\_\_\_\_  

First Choice
Second Choice
- Salary/wage desired: \_\_\_\_\_ per \_\_\_\_\_
- Are you available to work:
 

<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Temporary	<input type="checkbox"/> On-Call
<input type="checkbox"/> Evenings	<input type="checkbox"/> Weekends	<input type="checkbox"/> Overtime	<input type="checkbox"/> Split Shift
<input type="checkbox"/> Other: _____			
- When would you be available to start working? \_\_\_\_\_
- How did you hear about the availability of the position for which you are applying?
 

<input type="checkbox"/> Advertisement	<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Current Employee
<input type="checkbox"/> Friend	<input type="checkbox"/> Relative	<input type="checkbox"/> Walk-In
<input type="checkbox"/> Other: _____		
- If the position you are applying for requires the use of a vehicle, do you have a valid driver's license?  Yes  No  
 License #: \_\_\_\_\_ Class: \_\_\_\_\_ State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_
- Have you been given a Job Description, or have the requirements of the job been explained to you?  Yes  No  
 Do you understand these requirements?  Yes  No
- Can you perform any or all of the job functions for the position you are seeking, either with or without reasonable accommodation?  Yes  No
- Can you meet the attendance standard of our company, which requires all employees to report for work on time for all scheduled days or shifts?  Yes  No

# SPECIAL SKILLS AND TRAINING

- Describe specialized training, apprenticeships, skills or research:  
 \_\_\_\_\_  
 \_\_\_\_\_
- List current certifications and/or professional licenses, if any, and where registered:  
 \_\_\_\_\_  
 \_\_\_\_\_
- Office/business equipment and software qualified or trained to use:  
 \_\_\_\_\_  
 \_\_\_\_\_
- Check special skills or training:
 

<input type="checkbox"/> Customer Service <input type="checkbox"/> Clean DMV Record <input type="checkbox"/> Sales <input type="checkbox"/> Service Technician <input type="checkbox"/> Forklift Operator <input type="checkbox"/> Sheet Metal Fabrication <input type="checkbox"/> Duct Cleaning <input type="checkbox"/> Gutter Installation <input type="checkbox"/> 5+ Years' Experience <input type="checkbox"/> NATE Certification <input type="checkbox"/> Operate Vehicle Towing Trailer	<div style="text-align: center;"><b>Please Check Software and List Programs (i.e., Word, Excel, etc.):</b></div> <input type="checkbox"/> Word Processing _____ <input type="checkbox"/> basic <input type="checkbox"/> adv. <input type="checkbox"/> Spreadsheet _____ <input type="checkbox"/> basic <input type="checkbox"/> adv. <input type="checkbox"/> Database _____ <input type="checkbox"/> basic <input type="checkbox"/> adv. <input type="checkbox"/> Accounting _____ <input type="checkbox"/> basic <input type="checkbox"/> adv. <input type="checkbox"/> Other _____ <input type="checkbox"/> basic <input type="checkbox"/> adv.
--	--
- Please indicate any language skills, other than English, below:

LANGUAGE	READING			SPEAKING			UNDERSTANDING			WRITING		
	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# EMPLOYMENT EXPERIENCE

**Directions:** Begin with your present or last job. Account for all periods of time, including military experience, and periods of unemployment and the nature of your activities. Since we will make every effort to contact previous employers, the correct telephone numbers are appreciated.

THE FOLLOWING MUST BE COMPLETED IN DETAIL- **RESUMES ARE NOT ACCEPTED IN LIEU OF THIS INFORMATION.**

1.	Employer	<b>Dates Employed</b>		<b>Key Responsibilities</b>
		From	To	
	Address			
		<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	
	Telephone Number	Supervisor's Name, Title and Telephone Number		
	Job Title			
	Reason for Leaving: <input type="checkbox"/> Resigned <input type="checkbox"/> Laid off <input type="checkbox"/> Discharged <b>Why?</b>			

2.	Employer	<b>Dates Employed</b>		<b>Key Responsibilities</b>
		From	To	
	Address			
		<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	
	Telephone Number	Supervisor's Name, Title and Telephone Number		
	Job Title			
	Reason for Leaving: <input type="checkbox"/> Resigned <input type="checkbox"/> Laid off <input type="checkbox"/> Discharged <b>Why?</b>			

3.	Employer	<b>Dates Employed</b>		<b>Key Responsibilities</b>
		From	To	
	Address			
		<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	
	Telephone Number	Supervisor's Name, Title and Telephone Number		
	Job Title			
	Reason for Leaving: <input type="checkbox"/> Resigned <input type="checkbox"/> Laid off <input type="checkbox"/> Discharged <b>Why?</b>			

4.	Employer	Dates Employed from ____ to ____	Address	Job Title
5.	Employer	Dates Employed from ____ to ____	Address	Job Title
6.	Employer	Dates Employed from ____ to ____	Address	Job Title
7.	Employer	Dates Employed from ____ to ____	Address	Job Title

# EDUCATION AND TRAINING

TYPE of SCHOOL	SCHOOL NAME, CITY and STATE	MAJOR	Choose Last Year
High School			<input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12
Community College	From: _____ To: _____	Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> 1 <input type="checkbox"/> 2
College/University	From: _____ To: _____	Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
Graduate School	From: _____ To: _____	Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
Business/Trade/Other School	From: _____ To: _____	Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# EMPLOYMENT REFERENCES

Name	Business Relationship	Organization/Address	Telephone

# CERTIFICATION

**DIRECTIONS: PLEASE READ THE FOLLOWING CAREFULLY AND INITIAL BEFORE SIGNING THIS APPLICATION FORM.**

**Accuracy:** I hereby certify that I have personally completed this application, that the answers given by me are true and complete, and that no material fact has been omitted. I understand that any false statements appearing on this or any other employment form will be sufficient reason to end further consideration of this application and not hire me; if discovered after my employment, such false statement will be sufficient reason for dismissal from the services of R&S Heating and Sheet Metal, Inc. regardless of the time that has elapsed before discovery.

\_\_\_\_\_  
Initial

**Reference Checks:** I authorize R&S Heating and Sheet Metal, Inc. or its designated agents to contact my references and to investigate my past employment, education credentials, Department of Motor Vehicles driving record, and other employment-related activities, without giving me prior notice of such disclosure. I agree to cooperate in such investigations and release those parties supplying such information to R&S Heating and Sheet Metal, Inc. from all liability or responsibility with respect to information supplied to R&S Heating and Sheet Metal, Inc.

- Where an outside company conducts such an investigation, I request, authorize and consent to the procurement of an Investigative Consumer Report and understand that it may contain information about my background, mode of living, character, personal characteristics and general reputation; where the job requires a credit check, a separate authorization will be provided. This authorization in original or copy format, shall be valid for one year from the date indicated next to my signature below. According to the Fair Credit Reporting Act, I will be notified if employment is denied because of information obtained from a Consumer Reporting Agency. Additionally, I understand that if requested within 60 days, I will be given a full and accurate disclosure as to the nature and substance of all information provided.

\_\_\_\_\_  
Initial

**Contingencies:** Where a conditional offer of employment is made, I acknowledge it is contingent upon R&S Heating and Sheet Metal, Inc. performing any of the following: drug and alcohol screening, medical fitness for duty examination, criminal convictions\*, and when applicable to the job a credit check. Should a conditional offer of employment be made, a separate authorization and disclosures will be provided. (\*) In accordance with company policy, an individual assessment will be made, including the information reviewed for job-relatedness and time since last conviction.

\_\_\_\_\_  
Initial

**At-Will Employment:** I understand that filing this application in no way assures me a position with R&S Heating and Sheet Metal, Inc., and that this application is not, and is not intended to be, a contract of employment. I understand that if employed, my employment and compensation can be terminated at will, with or without cause, and with or without notice, at any time, and at the option of either R&S Heating and Sheet Metal, Inc. or myself. I further understand that no one other than the Owner of R&S Heating and Sheet Metal, Inc. has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

\_\_\_\_\_  
Initial

\_\_\_\_\_  
Name of Applicant

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date